

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
PITTSBURGH AREA OFFICE

IN RE: COMPLAINT OF
STEPHANIE A. MRAZ

Charge No. 172-2004-00436

AFFIDAVIT OF SANFORD COOPERMAN

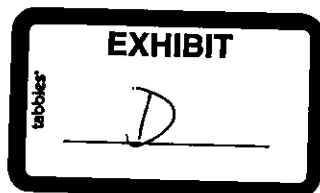
COMMONWEALTH OF PENNSYLVANIA)

COUNTY OF ARMSTRONG)

SS:

Before me, the undersigned authority, personally appeared, SANFORD COOPERMAN, who being duly sworn according to law deposes and states the following:

- (1) I am Sanford Cooperman, owner of Mr. Tile, Inc., R. D. #8, P.O. Box 2360, Kittanning, PA 16201
- (2) I have reviewed the Charge of Discrimination filed by a Ms. Stephanie Mraz, former employee of Mr. Tile, Inc. and wish to respond to the charges made by Ms Mraz.
- (3) More specifically, I wish to state that, upon her return from medical leave., it was at Ms. Mraz's request that her hours were limited to two days a week for four hours each day. As the documents furnished by her supervisor Lois Holmes shows, her physician did not require that Ms Mraz be given a part-time position. As a part-time employee, Ms. Mraz was not eligible for certain benefits.



(4) In addition, while two male employees, (Jason Miller and Travis McCann) returned to work for Mr. Tile, Inc. after pursuing other employment, they both returned to work as full-time employees. As such, they were entitled to all of the benefits of a full-time employee.

(5) When Ms. Mraz applied for unemployment compensation in October of 2003, Mr. Tile, Inc. did not oppose the application.

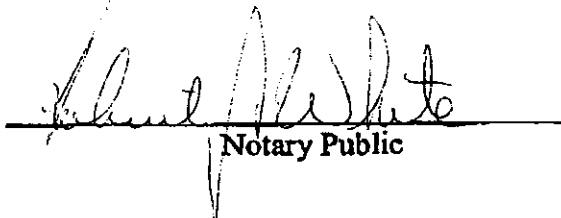
(6) In early November, I reviewed Ms Mraz's performance with her supervisor, Ms Lois Holmes, and determined that her performance was not satisfactory and that her work could be absorbed by other employees.

Dated: June 1, 2004


SANFORD COOPERMAN

SWORN TO AND SUBSCRIBED BEFORE

ME, THIS 1 DAY OF June, 2004


Notary Public

COMMONWEALTH OF PENNSYLVANIA

Notarial Seal
Robert J. White, Notary Public
Kittanning Boro, Armstrong County
My Commission Expires Sept. 12, 2006

Member, Pennsylvania Association of Notaries